

Comparison of Base Pay and Bonus Gaps 2017-23

Metric	2023 Results			October 2022 Results			March 2022 Results			2021 Results			2020 Results			2019 Results			2018 Results			2017 Results		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
No. of Full Pay Male and Female Staff	822	1,138	1,960	815	1,096	1,911	838	1,182	2,020	870	1,140	2,010	961	1,271	2,232	995	1,318	2,313	973	1,245	2,218	995	1,307	2,302
Mean Gender Pay Gap	£25.80	£21.96	14.9%	£24.65	£21.11	14.4%	£23.67	£19.90	15.9%	£23.09	£19.40	16.0%	£22.19	£17.73	20.1%	£21.59	£17.97	16.8%	£21.34	£17.72	17.0%	£21.17	£17.23	18.6%
Median Gender Pay Gap	£23.00	£19.36	15.8%	£22.49	£18.85	16.2%	£21.20	£17.77	16.2%	£20.88	£17.04	18.4%	£20.00	£15.60	22.0%	£19.34	£15.29	21.0%	£18.96	£15.43	18.6%	£18.59	£14.28	23.3%
Mean Bonus Gender Pay Gap	£960.78	£1,025.44	-6.7%	£1,022.22	£1,017.68	0.4%	£1,248.10	£1,056.75	15.3%	£1,500.00	£892.86	40.5%	£984.75	£891.69	9.5%	£1,641.78	£1,092.36	33.5%	£1,634.38	£1,094.19	33.1%	£1,742.56	£1,032.45	40.8%
Median Bonus Gender Pay Gap	£1,000.00	£1,000.00	0.0%	£1,000.00	£1,000.00	0.0%	£1,000.00	£1,000.00	0.0%	£1,000.00	£500.00	50.0%	£1,000.00	£1,000.00	0.0%	£1,298.01	£916.79	29.4%	£1,000.00	£942.34	5.8%	£922.14	£426.78	53.7%
Proportion of Male and Female Employees Receiving a Bonus	5.0%	4.8%	N/A	5.5%	6.0%	N/A	10.2%	7.9%	N/A	1.4%	3.6%	N/A	5.6%	5.7%	N/A	2.7%	3.0%	N/A	3.1%	3.1%	N/A	5.1%	2.7%	N/A